

# GONZALES POLICE DEPARTMENT

109 Fourth Street  
Gonzales, California (831) 675-5010



## EMPLOYMENT OPPORTUNITIES

**CLASS: Police Officer**

**OPEN DATE:** 08-02-05

**CLOSE DATE:** 08-31-05

**JOB TITLE:** POLICE OFFICER

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**MONTHLY SALARY:** \$3,312 - \$4,358 A starting salary above the minimum may be available based on education and/or law enforcement experience.

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**DUTIES:** As a sworn member of the Gonzales Police Department, a Police Officer maintains order, enforces laws and ordinances, and protects life and property; issues citations, makes arrests, prepares reports, and provides information to the public and departmental units; works with neighborhood associations and community members as a planner, community organizer, problem solver and information link; and does related work.

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**REQUIREMENTS:**

1. 21 years of age at the time of hire;
2. Graduation from a U.S. high school, G.E.D. or equivalent from a U.S. institution, or a California High School Proficiency Examination (CHSPE) certificate is required. A two or four year college degree from an accredited U.S. or foreign institution may be substituted for the high school requirements;
3. United States citizenship, or non-citizens must be permanent resident aliens who, in accordance with the requirements of the Immigration and Naturalization Service (INS), are eligible and have applied for citizenship;
4. Successful completion of the qualifying multiple-choice test for Police Officer; and,
5. Successful completion of a California POST approved Academy for Police Officer.

**Note:**

During the selection process, each non-citizen will be required to prove that INS has accepted his/her application for citizenship prior to the date the Police Officer written test was taken.

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**WHERE TO  
APPLY**

**THE SELECTION PROCESS IS STARTED** by submitting a City Application for Employment and taking the qualifying written test. The City Application is available on our official Web Site and at City Hall, 147 Fourth Street, Gonzales.

The written test will be held at the following location on September 1, 2005, at 7:00 p.m. and September 3, 2005, at 12:00 p.m.: City Hall, 147 Fourth Street, Gonzales, Conference Room

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**SELECTION  
PROCESS:**

1. **WRITTEN TEST:** Consists of two parts: The multiple-choice test measures reading comprehension and English usage and the essay measures written communication skills. The tests are pass/fail and you must pass both tests to go forward in the process.
2. **INTERVIEW:** Consists of a behavior-based review of your personal history, providing evaluation of your problem-solving abilities; respect for diversity; community service orientation; role adaptability; communications skills; and motivation. Passing the interview requires a score of 70% or higher. The score you receive will determine your rank on a hiring list.
3. **PHYSICAL ABILITIES TEST:** Consists of events designed to measure your strength, endurance, and agility. The test events are subject to change.
4. **BACKGROUND INVESTIGATION:** Police Officers are responsible for protecting and serving the public and are entrusted with substantial authority to carry out these responsibilities. The public has the right to expect that such authority is given only to individuals who have demonstrated by their conduct that they will use the authority given to them in the public's best interests. The investigation begins with completion of a Personal History Form, which requires compilation of extensive biographical information, completion of a comprehensive questionnaire, fingerprinting, and an interview. The investigation includes checks of employment, police, financial, education, and military records and interviews with family members, neighbors, supervisors, co-workers, and friends..
5. **POLYGRAPH:** May be conducted to confirm information obtained during your background interview.
6. **MEDICAL EVALUATION:** Consists of a thorough evaluation by a physician. It is essential that you be in excellent health, with no conditions that would restrict your ability to safely perform the work for the Gonzales Police Department. Part of the medical evaluation includes a **PSYCHOLOGICAL EVALUATION** by a psychologist. You will be evaluated on the psychological factors related to successful job performance to determine if you are suited for the difficult and stressful occupation of Police Officer.
7. **CERTIFICATION AND APPOINTMENT:** Before you can be hired as a Police Officer, you must successfully complete steps 1 through 7 above. Eligibles who have passed all required selection steps are then considered for employment based on their score in the examination and the City's hiring requirements.